

### FROM THE DIRECTOR ACQUISITION SUPPORT CENTER

I wish each and every one of you the best as we begin this new year! As the Acquisition Support Center continues to focus on providing the best support to ensure a well-trained and educated workforce, we face special challenges. Some of these include strengthening our relationship with the warfighter; maintaining the professionalism of the assimilated workforce; managing the Army's realignment; and securing funds for training, education, and experience opportunities. I am confident that we can meet these challenges with great success.

I would like to direct your attention to several pertinent Career Development Update articles in this issue of *Army AL&T*. One of these articles deals with a recently signed continuous learning (CL) memorandum that requires all DOD acquisition personnel to have an established CL cycle. Previously, only those Acquisition and Technology Workforce members who met the certification requirements for their current position had an established CL cycle. A summary of the FY03 acquisition certification requirements is also outlined.

Also, please note that we are actively seeking students for the summer 2003 Acquisition Career Experience (ACE) Program. Now is the perfect time for your organization to consider sponsoring an ACE student. The ACE Program is great for both the student and the organization. I encourage all of you to consider participating. For more information on this program, other career development information, and current contact information, be sure to access the Acquisition Support Center home page at <http://asc.rdaisa.army.mil>.

Have a safe and happy new year!

**COL Mary Fuller**  
**Director**  
**Acquisition Support Center**

### Logistics Intern Training Program

The Logistics Management Proponency Office in the Office of the Deputy Chief of Staff, G-4, and the U.S. Army Logistics Management College (ALMC), Fort Lee, VA, have teamed up to develop the initial training phase for the Department of the Army's newest group of supply and maintenance interns. Named the DA Logistics Intern Training Program, this partnership effort will result in training, educating, and preparing supply and maintenance interns to successfully progress into Armywide logistics management positions. The curriculum will consist of 24 weeks at ALMC focusing on the interrelationships between logistics functions, structures, and systems in the ever-changing Army.

Components of 14 different ALMC courses and a course from the Center for Army Leadership, Fort Leavenworth, KS, will make up the preponderance of the program. Besides receiving logistics instruction, interns will hone their communication skills through writing, learning presentation techniques, and leadership development. Graduating students will receive equivalency credit for the 14 ALMC courses. Additionally, the Florida Institute of Technology Graduate Center at Fort Lee, VA, has approved 12 graduate-level semester credit hours for the program leading to a master's degree in management, logistics management, or acquisition management as part of a cooperative degree program with ALMC.

The inaugural offering is scheduled for Jan. 21, 2003, with two offerings scheduled per year. Wimpy Pybus, Deputy Assistant Secretary of the Army for Integrated Logistics Support, Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology, and a member of the *Army AL&T* Editorial Board, is scheduled to convene the first offering.

For more information on the DA Logistics Intern Training Program, call (804) 765-4304 or DSN 539-4304, or e-mail [pawlowsa@lee.army.mil](mailto:pawlowsa@lee.army.mil). Information on applying for the program can be found at [www.logpro.army.mil/logpro/index.jsp](http://www.logpro.army.mil/logpro/index.jsp).

### Defense Acquisition University And American Graduate University Form Strategic Partnership

The Defense Acquisition University (DAU) has signed a Memorandum Of Understanding with the American Graduate University (AGU) to establish cooperative graduate degree and professional certificate programs. These accredited programs lead to either graduate degrees in acquisition management or program/project

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management or to professional certificates in acquisition and contracting, program/project management, financial management and pricing, or general management.

These exciting accredited degree programs are now available to program executive office, program management, and other acquisition professionals.

AGU has provided professional certificates and advanced degrees for contracting and program/project management professionals for more than 40 years, AGU's degree programs offer the following:

- Time-tested, practical content;
- Continuous open enrollment, which allows students to sign up any time, unlike inflexible semester-based programs;
- Advance standing for DAU courses, other university courses, or in limited cases, by equivalency exam;
- The convenience of a distance education format that offers a blend of electronic and print course material;
- The ability to work at one's own pace facilitated by an instructor; and

The AGU also offers low tuition fee that includes all course materials and is covered by most employers' tuition assistance programs or by veterans' benefits.

AGU degree programs are approved by the California Bureau of Private Postsecondary Education and are accredited by the Accrediting Commission of the Distance Education and Training Council. Applicants to the degree or certificate programs may receive up to six units of advance standing based on completion of prior DAU courses. Applicants to the degree programs may be able to challenge for an additional nine units of advance standing based on transcript evaluation and AGU's established challenge process.

For additional information, visit AGU's Web site at [www.agu.edu/dau/](http://www.agu.edu/dau/), or contact the AGU Registrar at (626) 966-4576, fax (626) 915-1709, or e-mail [info@agu.edu](mailto:info@agu.edu).

## CLP Update

There have been notable developments with Continuous Learning (CL) Points (CLPs) that are applicable to all Acquisition and Technology Workforce (A&TWF) members. The DOD Under Secretary for Acquisition, Technology and Logistics recently signed a new CL memorandum and policy requiring DOD acquisition personnel to have an established CL cycle. This policy, which became effective Oct. 1, 2002, specifically states that acquisition workforce members will acquire a minimum of 40 CLPs every fiscal year as a goal and that 80 CLPs are mandatory within 2 years.

What does this mean for the Army A&TWF? Previously, only those A&TWF members who met the certification requirements for their current position had an established CL cycle. For A&TWF members who had an active CL cycle prior to Oct. 1, 2002, there is no change; however, for A&TWF members in their current positions on Oct. 1, 2002,

who previously did not meet that position's certification requirements, an established CL cycle became a requirement effective Oct. 1, 2002. The CL cycle dates are Oct. 1, 2002-Sept. 30, 2004, and are reflected on the Acquisition Career Brief (ACRB) for all workforce members in this category.

For those A&TWF members accessed into the workforce after Oct. 1, 2002, the 2-year CL cycle start date will be established on the first Sunday after the workforce member is captured in the Career Acquisition Personnel & Position Management Information System (CAPP MIS) database, and the CL cycle dates will be reflected on the ACRB. After the CL cycle dates are established, a supervisor has the ability to adjust the CL cycle dates for workforce members through the Supervisor's Module of the Individual Development Plan (IDP).

DOD's strategic goal is to enhance professional knowledge and revitalize the quality and morale of the workforce. CLPs support that goal by ensuring that all A&TWF members stay current in their respective career fields, meet performance criteria, and continue to achieve professional growth. CLPs accumulate quickly and include almost any training that is job-related. Examples of credible training include Defense Acquisition University training, college courses, seminars, conferences, developmental experience, and other professional activities. Generally, 1 hour of training translates to one CLP.

CLPs are documented and submitted for supervisory approval through the IDP. It is important to note that without a CLP cycle, a supervisor will not be able to award CLPs. To review the DOD Memorandum, go to <http://www.acq.osd.mil/ar/docs/CLMEMO.pdf>. For further clarification of CL requirements within the DOD policy, go to <http://www.acq.osd.mil/ar/docs/CL%20Policy.pdf>. Additional guidance specific to IDPs and CLPs for the Army acquisition workforce are found at <http://asc.rdaisa.army.mil>.

The National Capital Region (NCR) Customer Support Office can assist all A&TWF members regarding the new CLP requirement. NCR contact names and phone numbers are available at [http://asc.rdaisa.army.mil/ncr\\_region/index.htm](http://asc.rdaisa.army.mil/ncr_region/index.htm).

## Acquisition Career Experience Program

The ACE Program has continued to grow each year, from seven students the first year, to 101 students last year. The recent terrorist events in the United States have resulted in a renewed sense of patriotism and an increased interest in federal government employment. However, many qualifying students were turned away last year because job opportunities were not available.

Recruitment efforts are underway for this premier program, which is designed to attract college students and

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retain them in the civilian Army Acquisition and Technology Workforce. The deadline to apply for the 2003 ACE Program is Feb. 26, 2003.

Now is the perfect time for your organization to volunteer to sponsor an ACE student. As a sponsoring organization, you will be required to appoint a mentor to provide daily supervision and management of the student as well as to provide salary and travel-cost funding. Your organization's support in sponsoring an ACE student will enable the continuance of this very successful program.

First year ACE students normally enter the program at the GS-04 or equivalent personnel demonstration broadband level, and second year students may be promoted to the GS-05 or equivalent personnel demonstration broadband level.

For additional information, go to the ACE Web site at <http://asc.rdaisa.army.mil/ace/>.

## FY03 Certification Requirements

The 2003 Defense Acquisition University (DAU) Catalog includes changes to certification requirements mandated by the Defense Acquisition Workforce Improvement Act. Requirements for certification in each acquisition career field are located online at <http://www.dau.mil/catalog/cat2003/AppendixB.pdf>.

If you have any questions regarding the certification process, contact your Acquisition Career Manager at <http://asc.rdaisa.army.mil>. Below is a summary of FY03 certification requirement changes for each career field.

### Acquisition Logistics

- Level I: No changes.
- Level II: No changes. (Note that requirements will change in FY04.)
- Level III: No changes.

### Logistics Sustainment

Changes to be determined.

### Auditing

The Army does not certify individuals in this career field.

### Business, Cost Estimating And Financial Management

No changes.

### Contracting

- Level I: CON 100 added as a mandatory course effective Oct. 1, 2002. However, if an individual completed CON 101 prior to that date, CON 100 is not required for certification.
- Level II: No changes.

- Level III: CON 301 is no longer considered a refresher course. Individuals who have previously completed CON 301 may apply to retake the course; however, travel and per diem funding will be provided by their command.

- Those individuals who occupied an 1102 position within DOD prior to Oct. 1, 2000, are exempted from the educational requirements.

### Facilities Engineering

- This is a new acquisition career field. The acquisition position code (APC) assigned to this career field is "F"
- Only Level I certification standards are available at this time.
- Some information on the Facilities Engineering career field can be found at <http://129.2.133.250/fecf/default.htm>.

### Industrial/Contract Property Management

- Level I: CON 100 added as a mandatory course. (Note: If a person is certified as a Level I as of Oct. 1, 2002, he or she is not required to go back and take CON 100. If a person was not certified Level I as of Oct. 1, 2002, but completed CON 101 (resident or online) prior to Oct. 1, 2002, he or she is not required to complete CON 100 for certification. This also applies to individuals who started CON 101 prior to Oct. 1, 2002, and who will complete CON 101 after Oct. 1, 2002. If CON 101 was not completed in FY02, CON 100 must be completed prior to CON 101 in FY03.
- Level II: No changes.
- Level III: No changes.

### Information Technology

- Level I: SAM 101 added as a desired course.\*
  - Level II: SAM 201 added as a desired course.\*
  - Level III: SAM 301 added as a desired course.\*
- \*The recommendation of the Information Technology Functional Integrated Product Team is to make the above mentioned Software Acquisition Management (SAM) courses desired for certification between now and Sept. 30, 2004. Beginning on Oct. 1, 2004, the team recommends that the courses be made mandatory for certification. This plan allows for sufficient funds to be programmed through the Program Objective Memorandum process, and gives DAU sufficient time to prepare for the potential "bow wave" of applicants when the SAM courses become mandatory.

### Production, Quality And Manufacturing

- This is a new name for the career field formerly known as "Manufacturing, Production and Quality Assurance."
- No changes to mandatory requirements at any level.

### Program Management

- Level I: No changes.
- Level II: No changes.
- Level III: PMT 302, one of the courses previously listed as meeting the training requirement for Level III, is no

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longer offered. As such, reference to PMT 302 has been removed from the certification requirements. Although it has been dropped from the certification requirements, it is still valid in lieu of PMT 352 for Level III certification, and the DAU Catalog will be updated to reflect this.

## **Purchasing And Procurement Technician**

- Level I: CON 100 added as a mandatory course effective Oct. 1, 2002. However, if an individual completed CON 101 prior to that date, CON 100 is not required for certification.

- Level II: No changes.
- Level III: No changes.

## **Systems Planning, Research, Development And Engineering - Science And Technology Manager**

- This is a new career field. The APC assigned to this career field is "I."
- There are no Level I certification requirements for this career field, only Levels II and III.
- Information about this career field can be found at <http://www.dtic.mil/whs/directives/corres/html/500052m.htm>.

## **Systems Planning, Research, Development And Engineering - Systems Engineering**

- This is the new name for the career field formerly known as "Systems Planning, Research, Development and Engineering." The APC for this career field remains "S."
- There are no changes to Levels I, II, or III.

## **Test And Evaluation**

The education requirement for all certification levels has changed. The requirement prior to Oct. 1, 2002, stated, "Baccalaureate degree with 24 semester hours or equivalent in physical science, mathematics, chemistry, engineering, physics, operations research, or related field."

- Effective Oct. 1, 2002, the new requirement states, "Baccalaureate degree in engineering, physics, chemistry, mathematics, or a related field." (Note that the wording underlined in the old requirement has disappeared.)

- The exception of "10 years of acquisition experience as of Oct. 1, 1991," is still valid as an alternative to the education requirement.

- The training and experience requirements for test and evaluation remain unchanged.

- The U.S. Army Test and Evaluation Command's Test and Evaluation Basic Course (TEBC) is still valid as an acceptable equivalent to TST 202, per Appendix D of the DAU Catalog.

## **Military Acquisition Position List Review**

The Acquisition Support Center (ASC), in cooperation with the Total Army Personnel Command's (PERSCOM's) Acquisition Management Branch and all organizations where Army acquisition officers are assigned, will conduct a review and update of the Military Acquisition Position List (MAPL). The MAPL Board will meet March 10-14, 2003, to validate and prioritize all MAPL positions in time for PERSCOM's next assignment cycle. The results of this year's board will serve as the priority of fill for PERSCOM assignments for the next 12 months. All organizations with MAPL positions will be required to review and update the justification for each position. While some changes may be minor, other changes will be more dramatic, reflecting the acquisition community's efforts to support Army transformation and the global war on terrorism. This year's review will leverage the acquisition community portal on Army Knowledge Online (AKO) to facilitate virtual collaboration and to minimize travel requirements. A detailed schedule and guidelines will be sent to acquisition organizations and posted into the ASC's subcommunity, within the acquisition community on AKO. Monthly teleconference in-progress reviews will be conducted the second Tuesday of each month, beginning Jan. 14, 2003. All those who will be participating in the MAPL review are requested to subscribe to the ASC's "Council of Colonels" Knowledge Center on AKO to gain access to the required information. This process builds on last year's Command Select List Council of Colonels to sustain the momentum from those meetings that were conducted in September and October 2002.

## **Correction**

An article titled "Board Selects Competitive Development Group" on Page 53 of our November-December 2002 issue indicated incorrect employing agencies for several individuals. The individuals and their correct agencies are as follows: Freida S. Garrison, THAAD Project Management Office; Jose Oscar Gomez, PEO, Aviation; and Jeffery P. Herman, U.S. Army Training Application Program Office, USASOC.

### The Contracting and Acquisition Management Development Program

The greatest threats to the Army's acquisition community do not currently lie on the battlefield. Recent demographic shifts (an aging and diminishing workforce population) are presenting unique financial and staffing challenges to the acquisition workforce. Only through an aggressive management recruiting effort can the acquisition community ensure its continued contribution to the Army's transformation. This article addresses one of these efforts.

The Contracting and Acquisition Management Development Program (MDP) is a career development initiative geared primarily for college students who are considering a challenging career in the Army's contracting and acquisition career fields. Implemented in October 2002, the MDP offers motivated, goal-oriented participants a healthy mix of formal classroom instruction as well as on-the-job and rotational training. The ultimate goal of the MDP is to ensure that the acquisition community continues to employ the best and brightest minds available today and well into the future.

The program offers college-level trainees a 36-month training experience with noncompetitive promotions for the first 2 years, nationwide placement, rapid advancement, career mobility, and a wide selection of professional development opportunities. The MDP is composed of four specialized training components: formal instruction, on-the-job training, rotational cross training, and informal in-house training.

Formal instruction provides a solid background in the current methods, processes, and regulations involved in contracting and acquisition. On-the-job training involves assigning each candidate an experienced instructor who will serve as a professional development mentor and information resource. This segment of the training familiarizes the trainee with the daily duties and responsibilities of a contract specialist and prepares candidates for a smooth integration into the acquisition workforce.

Broadening and networking opportunities are provided through rotational cross training. As the trainee transitions through branches within the organization, he or she will experience firsthand the vital role that these areas play in accomplishing mission-critical tasks. Trainees can also elect to rotate through one of their particular center's customer activities. Informal in-house training provides the fundamentals on the underlying principles and operations of contract support.

The final year of the program involves a 4- to 6-month developmental assignment with the Defense Contract Management Agency at a local contract management office. The final segment of training is a "greening" opportunity to give participants a basic understanding of who the ultimate cus-

tomers are, their programs, and their operational environment.

Recruits enter federal service as full-time employees at the GS-7 level (or equivalent personnel demonstration broadband level) and are noncompetitively promoted every year until they reach their target grades, up to a GS-12. Competition for higher grades will be offered later during the candidate's federal career.

Requirements for incoming trainees include U.S. citizenship, a security clearance, a baccalaureate degree with a 2.95 GPA or better, and at least 24 credit hours of business education. Trainees must also be registered with the Selective Service and sign a mobility agreement. The North Central Civilian Personnel Operations Center in Rock Island, IL, is responsible for centralized recruitment related to the MDP. More information on the Contracting and Management Development Program can be found at [http://asc.rdaisa.army.mil/CP\\_14/opportunities/opportunities.html](http://asc.rdaisa.army.mil/CP_14/opportunities/opportunities.html), or by contacting Jennifer Schafer at (309) 782-7299, [jennifer.schafer@cpocria.army.mil](mailto:jennifer.schafer@cpocria.army.mil).

## NEWS BRIEFS

### Patents Awarded For Active Topical Skin Protectant

Dr. Ernest H. Braue Jr. and CPT Stephen T. Hobson of the U.S. Army Medical Research Institute of Chemical Defense (USAMRICD) and their collaborators were recently awarded seven patents. Their research resulted in a barrier cream that can not only prevent chemical warfare agents from being absorbed into the skin, but also neutralize these agents into less toxic products (i.e., serve as a reactive matrix). A patent was awarded for each type of material that was shown to be an effective reactive matrix. Three more patent applications on active topical skin protectant formulations are still under consideration by the U.S. Government Patent and Trademark Office.

This research effort continues studies initiated in the 1980s to develop a topical barrier cream to augment the protective overgarments and/or redefine the circumstances requiring mission-oriented protective posture (MOPP) levels. Transitioned to the production, fielding, deployment and operational support phase of development in 2000, this topical barrier cream, now called Skin Exposure Reduction Paste Against Chemical Warfare Agents (SERPACWA), will be available to warfighters in 2003.

For additional information on this effort, contact Cindy Kronman at (410) 436-1866.